

ABSTRACT

Efforts to provide Work Engagement to employees of PT. Sumber Alfaria Trijaya (SAT) Semarang certainly has an impact on improving Employee Performance. This research was conducted by analyzing the factors that influence Employee Performance, namely Member Exchange Leader variables, Organizational Value variables, and Work Engagement variables as intervening variables. From the research problems explain how to improve Employee Performance through Member Exchange Leader variables, Organizational Value variables, and Work Engagement variables. The study sample was 149 respondents.

Determination of the sample is determined by purposive sampling method. The sample of this study is employees who work of PT. Sumber Alfaria Trijaya (SAT) Semarang City. The analytical tool used in this study is Structural Equation Modeling (SEM).

Research results There are all of the proposed hypotheses that are acceptable, namely from the five research hypotheses. Significant factors influencing include Member Exchange Leader variables that have a significant positive effect on Work Engagement and Employee Performance, Organizational Value variables have a positive effect on Work Engagement and Employee Performance and intervening Work Engagement variables have a positive effect on Employee Performance. As for the factors that influence directly and indirectly, the Exchange Member Leader can improve the Employee Performance of PT. Sumber Alfaria Trijaya (SAT) Semarang through Work Engagement and Organizational Value can improve Employee Performance at PT. Sumber Alfaria Trijaya (SAT) Semarang without going through Work Engagement.

Keywords: *Member Exchange Leader, Organizational Value, Work Engagement, Employee Performance and PT. Sumber Alfaria Trijaya (SAT) Semarang.*